



Interdepartmental Coordinating Committee for Women

April 16, 2002

Attended by: Jean Branscum, Governors Office; Beth Strandberg, Administration; Lesa Evers, Agriculture; Vicki Schiller-Long, Corrections; Angela McDannel, Environmental Quality; Tina Marie Wilson, FWP; Molly Holz, Historical Society; Lori Idland, Justice; Diane West and Tonya McCormack, Labor & Industry; Lenore Adams, Legislative Branch; Linda Huseby, Livestock; Donna Wrubel, Military Affairs; Barb Smith and Kim Evermann, DPHHS; Pam Spore, Revenue; Darlene Raundal, State Auditor; Jacqui Garcia, State Fund; and Pam Langve-Davis, Transportation.

Mission Statement

Create positive change for all state employees by promoting the full participation of women in state government.

Meeting called to order by chair, Jean Branscum.

March minutes approved. Motion to approve minute's made by Lenore Adams, second by Diane West.

Treasurer report — prepared by Beth Campbell

As of 03/31/02, ending draft balance 1,355.14 and ending savings account—2,146.94. Summary of subcommittee budget as of 03/18/02 included Actual Revenue of \$325.00 and Actual Expenses of \$261.98. Motion made by Lenore Adams, Angela McDannel second.

Employee Benefits Advisory Council —Barb Smith

If you have problems with Eckert call Employee Benefits. If you have coverage issues contact Employee Benefits Bureau. The state employee's insurance program ended the year \$7M in the hole, due to several catastrophic cases, as well as, rising cost of prescription drugs and aging of employee pool.

Employee Investment Advisory Committee— Angela McDannel

Educational materials regarding the new defined contribution retirement option continue to be distributed to employees. Information packets, videos have been sent out and workshops are being scheduled. If you have any questions, check the web site: <http://www.mperachoice.com/>. Employees need to inform themselves before making a decision in June 2003 about retirement options.

Speaker—Jill Gerdrum, on the overview of State Auditor's Office.

Office consists of securities and commissions divisions. Register Montana's start-ups. Deal with broker and investments complaints, investigates securities fraud. Enforce laws and prosecutes insurance and securities offenders. Beware of scam called "Women Gifting Women", which is a pyramid scheme. License insurance agents and investigate insurance complaints. Be aware that rates are rising due to falling stock market and the events of September 11th. Rates are also based on debit load and whether department or major credit cards are used.

Subcommittee mid-year report on Goals & Objective — Education Committee submitted mid year report. (See Attached) Workforce Development, Communications and Measures gave verbal reports.

Workforce development--Molly Holz of updated the group on the subcommittee's plans to reformat the Sexual Harassment pamphlets put out a few years back. Molly has the layout and is ready for print.

Communications/Public Relations: -- Jacqui Garcia reported that the 1st ICCW newsletter has been developed and members should have already received it. Upcoming in June is the "25 Years and Counting—ICCW Celebration", to include previous members and possibly former governors. At the June meeting, we will discuss subcommittee banners for celebration, more information will be forthcoming.

Measures-- Barb Smith showed the group an electronic version of the information polled showing percentage of positions held by women and the positions held. Survey also to include state and market wages at a grade 15

Other items: Lenore Adams of the Recognitions Subcommittee reported that last years Excellence in Leadership Award winner, Alice Lyden Chumrau, Academic Vice President of Salish Kootenai College was nominated, and has won at the national level. Presentation will be June 13th in Washington D.C. Angela McDannel proposed we support winner that we submitted. Lenore Adams said that she would talk to the school. Motion made by McDannel and Marsha Davis to authorize Lenore Adams to spend \$1000 to send winner to DC, all in favor, none opposed.

Education Sub-Committee Mid-year Report

Committee Members: Co-Leaders: Marsha Davis and Donna Wrubel

Subcommittee Members: Lesa Evers, Pam Langve-Davis, Tina Marie Wilson, Yolanda Fitzsimmons, and Barb Wohlers

Goals: Embrace Diversity, Utilize Cultures, Speaker on Women in retirement, Base Training on Assessment, Primary Candidate.

The ICCW Education subcommittee has currently completed the following Goals:

1. Embrace Diversity, Utilize Cultures by providing a speaker on Diversity during our August ICCW scheduled meeting. Goal to have someone speak on diversity, speaker Fran Viereck of Contract Training on, "EEO, Sexual Harassment and Honoring Diversity" – October 16, 2001.
2. Speaker on Women in Retirement. Our goal will be accomplished with all the information, training, including video training, workshops, and Internet access for account information and accessibility through MPERA. This training is an on-going process over the next several months.
3. Training on Assessment. Goal for timeline for Succession Planning Survey final draft/ set up online – November, completed on schedule. To assemble and provide report results in December. Our deadline for the survey was January 18, 2002. Survey to be summarized was completed on February 7, 2002 and distributed to ICCW committee during February monthly meeting. We received no additional feedback or comments. Currently, Lesa Evers is preparing a draft cover that will be finalized during our subcommittee meeting on April 16, 2002. We will finalize and deliver cover letter with presentation with comments and recommendations to Jean Branscum, by our final meeting May 2002.